



HILTON AMATEUR THEATRICAL SOCIETY

Equality, Diversity and Inclusion (EDI) Policy 2026

Introduction

Hilton Amateur Theatrical Society is a society open to anyone sharing our interest in Amateur Theatre regardless of race, colour, nationality, ethnic or national origin, gender, gender reassignment, marital or civil partner status, pregnancy or maternity, sex or sexual orientation, age, disability, religion or belief, or socio-economic status. We call these, together with any other characteristic that is not relevant to the matter under consideration, "protected characteristics" for the purposes of this policy.

This policy sets out our approach to equal opportunities and the avoidance of discrimination, and applies to behaviour at rehearsals, performances, meetings, social events and online interactions related to Hilton Amateur Theatrical Society. Our committee has overall responsibility for the effective operation of this policy, and we ask that all members do what they can to help make sure that the policy works in practice.

Hilton Amateur Theatrical Society is committed to complying with the Equality Act 2010 and promoting equality, diversity and inclusion in all aspects of its activities. We value diversity and seek to create a welcoming environment in which everyone feels respected and included.

The Society expects all members, volunteers, contractors and committee members to uphold the principles of this policy and contribute to a positive, respectful and inclusive environment.

Aim

All of our members and ticket holders have the right to be treated fairly, equitably and with respect.

Hilton Amateur Theatrical Society aims to promote equality of access, equality of treatment and equality of opportunity, and to challenge discrimination wherever it occurs.



We will consider very carefully all feedback, and take reasonable steps to respond to suggestions and complaints as quickly as we can.

Equality of Access

We encourage members and audience members to let us know if they require reasonable adjustments so that we can support their participation wherever possible. Hilton Amateur Theatrical Society will try to meet the access requirements of all our members, ticket holders, and other users of our facilities.

- We will seek to use accessible venues whenever reasonably possible and will make reasonable adjustments to support participation by disabled people.
- We can produce papers and scripts in large fonts for those with visual impairments.

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can consider what other reasonable adjustments or support may be appropriate.

Equality of Treatment

Hilton Amateur Theatrical Society is committed to equal treatment of all our members, ticket holders, and other users of our facilities. We ask that all our suppliers abide by an equal opportunities policy too.

We will not treat any person less fairly than others on the grounds of any Protected Characteristic. We will not expect any person to comply with membership requirements that are different to those that apply to others due only to a Protected Characteristic.

We do not allow any person to be victimised or harassed. This includes bullying, intimidation, offensive language, unwanted conduct, online harassment, and any behaviour that creates a hostile or exclusionary environment.

Equality of Opportunity

Equality of opportunity does not just apply to casting decisions. We will also aim for equality of opportunity when seeking new members and new committee members, and when selecting members of the creative team, backstage and front of house volunteers.



- We will not discriminate or in any way treat anyone less favourably due to a Protected Characteristic.
- We support equality of opportunity in casting wherever possible. However, some casting decisions may need to reflect the artistic, licensing or script requirements of a production, and we will work with rights holders where appropriate.
- When appropriate, we will take positive steps to meet the needs of underrepresented communities, especially when making invitations to our events and productions.

Anti-discrimination procedure

Hilton Amateur Theatrical Society will not tolerate harassment or other unlawful discriminatory behaviour, whether physical or verbal and will ensure that appropriate action is taken whenever it occurs.

Any person guilty of unacceptable behaviour may be asked to leave the meeting, event or production, may be suspended from office or any appointment or role, and may be banned from being a member of Hilton Amateur Theatrical Society. We reserve a right to take other appropriate action as our committee deems fit.

Complaints Procedure

In the event that any person feels that they have suffered discrimination in any way, we ask that the following procedure be followed:

1. The matter should be reported to the current Chair or another member of the Committee. The report should include as much detail about the nature, time and place of the objectionable behaviour as possible.
 - a. Where the complaint relates to the Chair, the complaint should be reported to another committee member.
2. Please include any suggestions on how the situation can be addressed to your satisfaction.
3. The Committee will consider the complaint as soon as possible. You will be kept informed about the decision-making processes and actions taken. A record will be archived by the Secretary.
4. All information will normally be treated confidentially but any allegation of a criminal offence, or any safeguarding concerns, will be passed to the appropriate authorities depending on the nature of the incident.
5. If the complainant is dissatisfied with the outcome, they may request that the matter be reconsidered by the Committee.



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This policy will be reviewed every two years or sooner if required by changes in legislation or Society practice. This Policy is dated 23/09/2026 and is due for review **October 2028**.